



NATIONAL INSTITUTE FOR RESEARCH AND DEVELOPMENT
IN INFORMATICS - ICI BUCHAREST



Annual Report Gender Equality Strategy and Plan - 2024

We have monitored and analyzed the progress of the Gender Equality Plan against the established indicators. The progress report includes qualitative and quantitative data, offering conclusions on implementing the Gender Equality Plan. Additionally, it contains comments and recommendations that will allow adjustments and improvements to the plan for 2025.

To support the implementation of the Gender Equality Plan, we have created a newsletter through which all institute employees receive guidance and initiatives regarding the necessary actions to achieve the objectives. The newsletter also includes a section called "Diversity," featuring examples of best career practices for both women and men.

The institute's Gender Equality Plan encompasses areas of intervention, objectives, key measures, target audiences, timelines, responsible parties, and indicators for measuring progress.

1. Activities and Measures Implemented

Taking into account each area of intervention outlined in the Gender Equality Plan, the monthly newsletters sent throughout 2024 focused on the following main topics: work-life balance and organizational culture, gender balance in leadership and decision-making positions, gender equality in recruitment and career progression, the integration of the gender dimension into research content, and measures against gender-based violence, including sexual harassment.





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The newsletter emphasized the following topics:

- Gender bias, which leads to the belief that work should be distributed based on gender, excluding women from leadership positions and roles requiring physical strength while stigmatizing men in roles traditionally occupied by women.
- Gender equality in research and innovation, highlighting the benefits of gender-diverse teams, including improved problem-solving, increased creativity, and the ability to address a broader range of needs, expectations, and uses in research and innovation processes.
- Factors influencing work-life balance, addressing challenges and potential solutions for maintaining equilibrium between professional and personal lives.
- Gamification, which can play a significant role in promoting gender equality in recruitment by shifting the focus from subjective factors to concrete performance.
- Global progress on gender equality and Romania's position on the map of women in IT&C.

In April, the "Guide for Preventing and Combating Gender-Based Harassment and Workplace Moral Harassment" was adopted and implemented. Similarly, the "Anti-Discrimination Guide" was introduced and implemented in November.

The ICI Bucharest building was illuminated in orange to mark the International Day for the Elimination of Violence Against Women on November 25th. The institute joined global initiatives to advocate against violence and support women's rights.

Compared to 2023, the indicators selected as relevant to the gender equality theme have the following changes:

Women and men in leadership positions

Table 1. Executive positions

Executive positions	Women	Men
TOTAL	2	3





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Table 2. Heads of departments/services/offices/compartments/laboratories/centres

Heads of departments/services/offices/ compartments/laboratories /centres	Women	Men
TOTAL	17	27

Women and men in research positions

Table 3. Total number of research staff

	Scientific Researcher I, II, III	Scientific Researcher and Assistant Researcher	Total women	Total men
Total women	17	18	35	
Total men	22	29		51

Women and men in administrative and support services

Table 4. Total number of women and men in administrative and support services

Women and men in administrative and support services	Women	Men
TOTAL	82	86

2. Quantitative Data Analysis

The analysis of numerical data revealed the following:

- **Executive roles:** The distribution between women and men is balanced.
- **Department/service/office/unit/laboratory/centre management roles:** Compared to the previous year, there is a more balanced gender distribution.
- **Research roles:** Compared to last year, women experienced a smaller decrease than men, leading to a slightly higher proportional representation of women than men.
- **Administrative and support services:** The distribution balances women and men.
- **Participation in training programs:** This year, the number of women participating in training programs was lower than that of men, indicating the need for additional measures to encourage women's participation in training and professional development programs. This would help ensure equitable access to training opportunities and career advancement.
- **Parental leave:** Currently, one man is on **parental leave**.



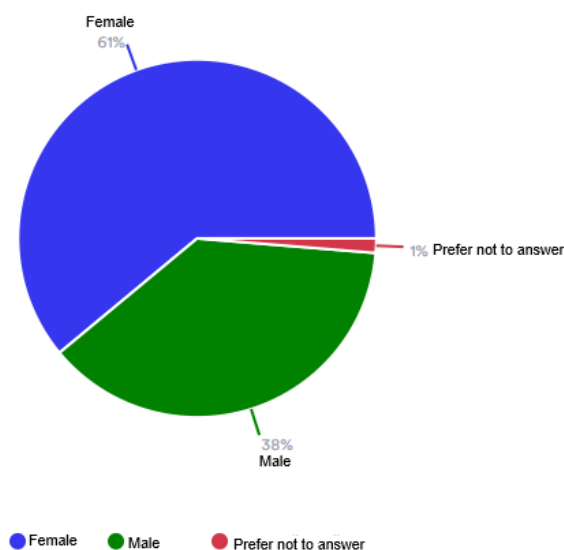


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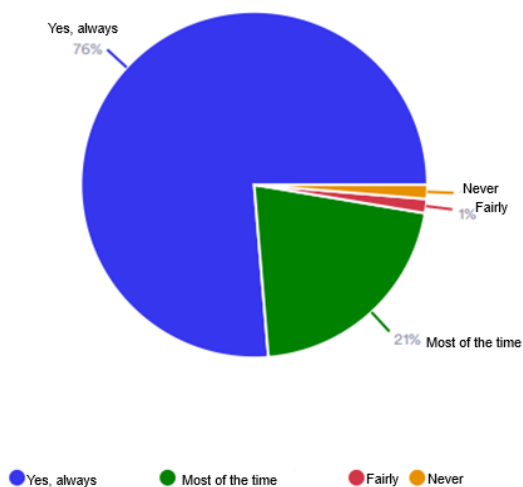
3. Qualitative data analysis

A structured survey was conducted to evaluate employees' perceptions of gender equality within the institute. The results reflect relevant perspectives and provide valuable insights for improving institutional practices.

1. Gender



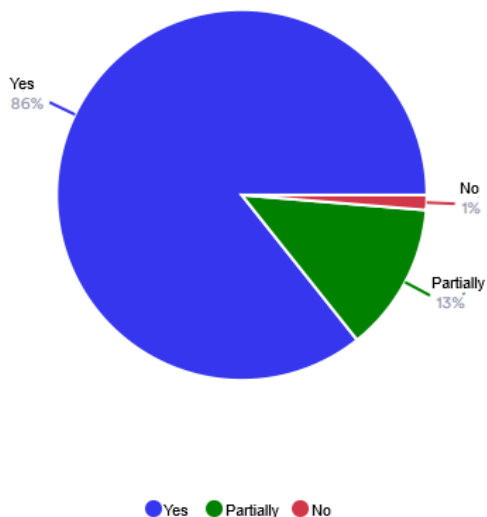
2. Do you feel treated fairly within the institute, regardless of gender?



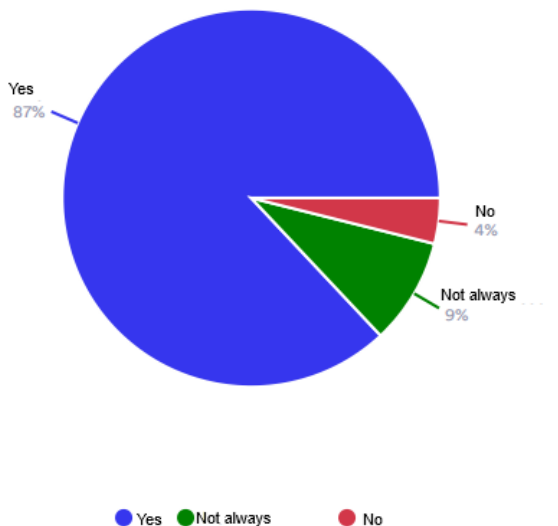


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3. Do you believe there are equal opportunities for promotion and professional development for all employees, regardless of gender?



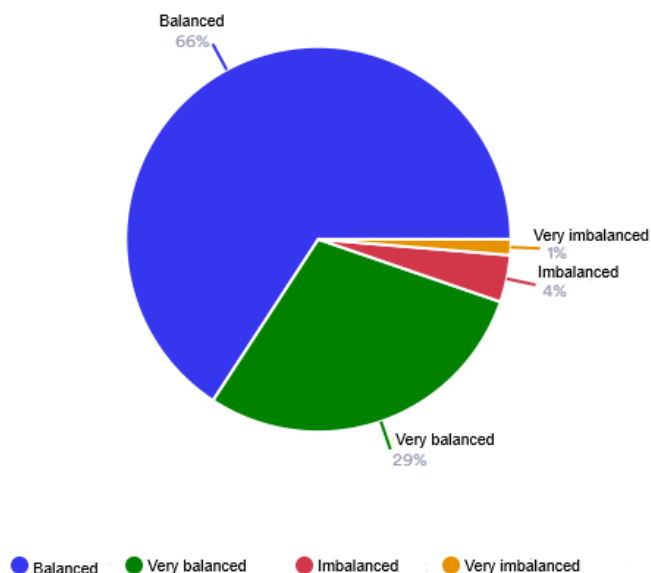
4. Within your team, do you feel that opinions and contributions are equally valued, regardless of gender?



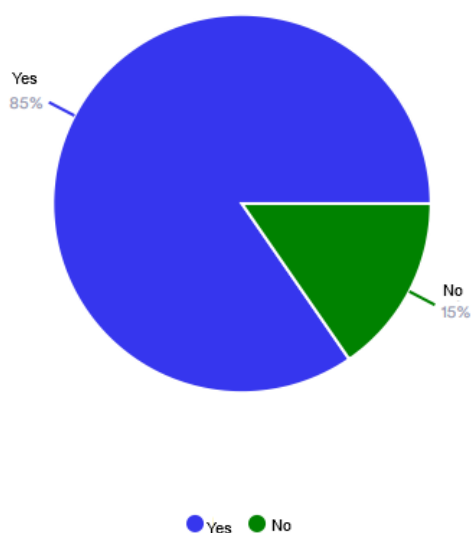


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5. How would you evaluate the balance between work and personal life within the institute?



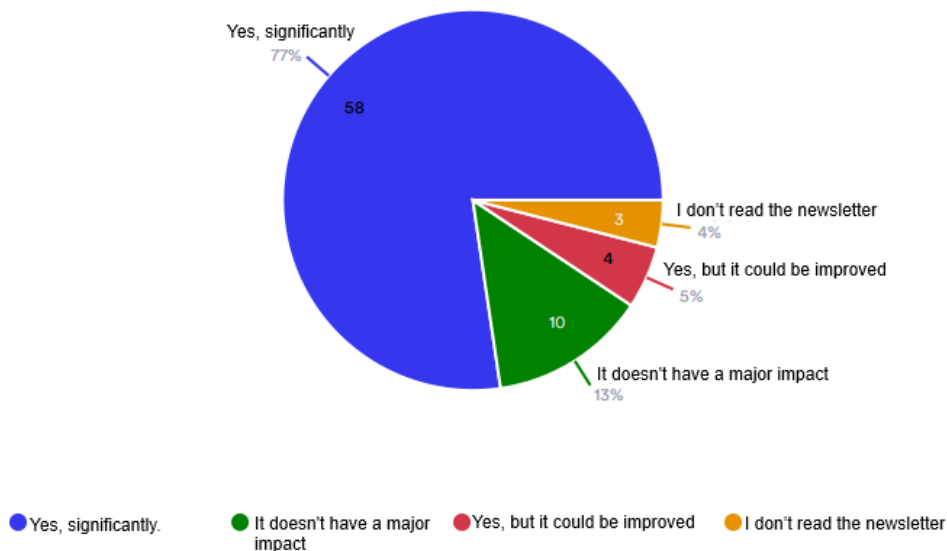
6. Do you believe employees have equal access to the institute's resources (mentorship, training, benefits, etc.)?





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7. Do you believe that the monthly Newsletter helps in understanding the importance of gender equality within the institute?



8. What improvements would you suggest to promote gender equality within the institute?

Data	Responses
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The qualitative data analysis revealed the following:

2. Perception of Fair Treatment

Most employees (76%) believe they are always treated fairly, regardless of gender. However, a small percentage (2%) reported less favorable experiences, highlighting the need for ongoing monitoring and targeted interventions to address specific issues.

3. Equal Access to Professional Opportunities

86% of employees believe that there are equal opportunities for promotion and professional development without gender-based discrimination. However, 13% feel that these opportunities are only partially accessible, highlighting a potential area for improvement.





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4. Recognition of Contributions in Teams

87% of employees feel that their opinions and contributions are equally valued within their teams. However, a small number (13%) perceive unequal recognition, indicating a need for additional focus on fostering equality within these teams.

5. Work-Life Balance

Employees provided positive feedback on work-life balance, with 66% rating it as "balanced" and 29% as "very balanced." Only 5% considered it "imbalanced" or "very imbalanced," suggesting that while the overall perception is favorable, there is still room for minor improvements.

6. Equal Access to Institutional Resources

85% of employees believe they have equal access to institutional resources (mentorship, training, benefits, etc.). However, 15% perceive certain inequalities in the distribution of these resources, highlighting the need for a more detailed analysis of their allocation.

7. Impact of Informational Materials on Gender Equality

The monthly newsletter is regarded as an effective tool for promoting gender equality, with 77% of employees stating that it significantly contributes to raising awareness. However, some suggestions point to the need for improvements in the content and relevance of the newsletter to better align with employees' needs.

8. Proposals for improvement

The qualitative responses provided specific recommendations, such as implementing a dedicated code of conduct for gender equality, accompanied by clear disciplinary measures; organizing discussions and events focused on relevant gender equality issues and establishing periodic mechanisms for collecting feedback, similar to the survey already utilized.





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Key Conclusions of the internal analysis conducted at the National Institute for Research and Development in Informatics - ICI Bucharest are:

- The analysis highlights a generally positive perception of gender equality within ICI Bucharest. However, the responses suggest that there are opportunities for optimization, especially regarding access to resources, awareness of gender issues, and the uniform application of equity principles. These perspectives can guide future strategies to strengthen an inclusive and equitable work environment;
- We actively and effectively communicate relevant actions and measures regarding gender equality. Educating staff about gender equality is done through the Newsletter prepared by the Gender Equality Officer, explanatory videos, and examples of best practices and gender equality in research;
- The areas and the proposed objectives and indicators to be achieved will be further developed and implemented in 2025. The newsletter will continue to be developed, and new topics will be introduced and disseminated to all ICI Bucharest staff.

**GENERAL DIRECTOR,
Dr. Eng. Adrian Victor VEVERA**

